

2022 Short-Term Incentive (STI) Scorecard

Weights*	Measure	Goals and Payout Opportunity		
		Minimum (25% Payout)	Target (100% Payout)	Maximum (200% for EPS; 175% for others)
Financial Performance & Growth				
50%	EPS	\$5.25	\$5.45	\$5.60
	If 2022 adjusted basic EPS is less than or equal to the circuit breaker of \$5.37, payouts for all measures, including the team component, will be reduced.			
5%	Operations and Maintenance (O&M) Expense	\$5,365M	\$5,215M	\$5,065M
Operational Excellence: Achieve the highest standards of safety, reliability, and sustainable efficiency				
5%	Safety/Environmental			
	○ Total Incident Case Rate (TICR) – Employees	0.48	0.36	0.30
	○ Reportable Environmental Events (REE)	10	5	2
5%	Reliability Index	25	100	175
Customers: Improve customer loyalty over time to achieve top quartile performance among large utilities nationally in the J.D. Power Residential Utility Study				
10%	Customer Satisfaction (CSAT) – NPS	43.0	47.0	51.0
Employees: Engage employees and ensure the safety of our workforce and the communities where we work				
25%	Team Goals			